North Carolina Community College System

Customized Training Program Expenditures Report
2009-2010

submitted to the

Joint Legislative
Education Oversight Committee

September 1, 2010

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President

North Carolina Community College System

Customized Training Program Expenditures Report 2009-2010

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EXECUTIVE SUMMARY

The Customized Training Program supports the economic development efforts of the State by providing education and training opportunities for eligible businesses and industries. Amended in 2008, this program combines the New and Expanding Industry Training Program and the Customized Industry Training Program to more effectively respond to business and industry. The Customized Training Program also includes the former Focused Industry Training Program and offers programs and training services to assist new and existing business and industry to remain productive, profitable, and within the State.

The program was developed in recognition of the fact that one of the most important factors for a business or industry considering locating, expanding, or remaining in North Carolina is the ability of the State to ensure the presence of a well-trained workforce. The program is designed to react quickly to the needs of businesses and to respect the confidential nature of proprietary processes and information within those businesses.

North Carolina General Statutes 115D-5.1 (e) (f) (f1) (f2) (f3) reads:

(e) There is created within the North Carolina Community College System the Customized Training Program. The Customized Training Program shall offer programs and training services to assist new and existing business and industry to remain productive, profitable, and within the State.

(f) The State Board shall report on an annual basis to the Joint Legislative Education Oversight Committee on:

(1) The total amount of funds received by a company under the CIT Program;
(2) The amount of funds per trainee received by that company;
(3) The amount of funds received per trainee by the community college delivering the training;
(4) The number of trainees trained by the company and community college; and
(5) The number of years that company has been funded.

(f1) Notwithstanding any other provision of law, the State Board of Community Colleges may adopt rules and guidelines that allow the Customized Training Program and the Focused Industrial Training Program to use funds appropriated for those programs to support training projects for the various branches of the United States Armed Forces.

(f2) Funds available to the Customized Training Program shall not revert at the end of a fiscal year but shall remain available until expended. Up to ten percent (10%) of the college-delivered training expenditures and up to five percent (5%) of the contractor-delivered training expenditures for the prior fiscal year for Customized Training may be allotted to each college for capacity building at that college.

(f3) Of the funds appropriated in a fiscal year for the Customized Training Programs, the State Board of Community Colleges may approve the use of up to eight percent (8%) for the training and support of regional community college personnel to deliver Customized Industry Training Program services to business and industry.

This report is submitted as the September 1, 2010 annual expenditures report for the Customized Training Program and includes training activities for the reporting period July 1, 2009 – June 30, 2010.

CUSTOMIZED TRAINING PROGRAM GUIDELINES

The following guidelines were adopted by the State Board of Community Colleges on August 15, 2008; amended on May 15, 2009.

PURPOSE

The purpose of the Customized Training Program is to provide customized training assistance in support of full-time production and direct customer service positions created in the State of North Carolina, thereby enhancing the growth potential of companies located in the state while simultaneously preparing North Carolina's workforce with the skills essential to successful employment in emerging industries.

Colleges will receive an annual base allotment of Customized Training Program funds to support business and industry services. This annual base allotment will include an administrative and an instructional component.

ELIGIBILITY

Those businesses and industries eligible for support through the Customized Training Program include Manufacturing, Technology Intensive (i.e., Information Technology, Life Sciences), Regional or National Warehousing and Distribution Centers, Customer Support Centers, Air Courier Services, National Headquarters with operations outside North Carolina, and Civil Service employees providing technical support to US military installations located in North Carolina.

In order to receive assistance, eligible businesses and industries must demonstrate two or more of the following criteria:

- The business is making an appreciable capital investment;
- The business is deploying new technology;
- The business is creating jobs, expanding an existing workforce, or enhancing the productivity and profitability of the operations within the State; and
- The skills of the workers will be enhanced by the assistance.

Resources may support training assessment, instructional design, instructional costs, and training delivery for personnel involved in the direct production of goods and services. Production and technology support positions are also eligible for training support.

Full-time probationary employees of qualified Customized Training companies are eligible for training delivered by the community college.

The use of Customized Training funds requires that trainees are paid by the company for all time during training hours.

EXPENDITURE GUIDELINES

Salaries, Wages, and Related Expenses

- The following priorities will be given to the recruitment and utilization of instructors for Customized Training Program projects: 1) community college permanent or part-time employees; 2) contractors of the community college; and 3) company personnel. It shall be the responsibility of North Carolina Community College System staff and local community college staff to determine the appropriate length and provision of training. This information will be indicated in the Project Profile submitted for approval.

- Reimbursement for company instructors will be made at a 6:1 or greater trainee to trainer ratio.

- In those cases when community college staff or contractors are used for instruction, they will be compensated directly in accordance with existing policies and guidelines. In addition to costs of instruction, which includes travel expenses and course preparation time, community college staff or contractors may be reimbursed for costs associated with job analysis, training needs assessment and instructional design. The payment of social security taxes and other employee benefits to community college employees will be made in accordance with existing policies and procedures of the college.

- Employees of the client company may be used as instructors if community college staff or college contractors with the appropriate expertise are not readily available. The community colleges have the responsibility in such circumstances to insure that all trainees are registered and to monitor the instruction so as to assure that it is being delivered according to the Training Plan and Project Profile.

In such cases where company personnel are used as instructors, the company will be reimbursed the normal hourly rate of pay, less benefits, not to exceed a maximum of $30.00 per hour. In addition to actual hours of direct instruction, compensation for additional time devoted to training program preparation may be recommended by the Regional Customized Training Director and authorized by the Associate Vice-President for Economic Development for the North Carolina Community College System. This amount may not exceed 15 percent of the scheduled training hours or a maximum of 80 hours total. Wages may not be paid to prospective trainers while they are trainees in production operations, and under no circumstances may funds be used to pay trainee wages or salaries. The cost of materials may not be included as an allowance expense if the materials will be part of a marketable product for the company.

- Colleges will receive a 10 percent administrative allowance based upon the current fiscal year expenditures that support an approved Customized Training project. Clerical staff, administrative personnel, and project coordination staff may be employed by a community college expressly for direct services related to a specific project if recommended by the Regional Customized Training Director and approved by the Associate Vice-President for Economic Development. Funding for these positions will not be included in the calculation of college administrative allowance.

- Administrative allowance earned during the current fiscal year may be carried forward and expended in the following fiscal year. The combination of funding of the annual base allotment to support business and industry services <u>and</u> the available carry forward shall not exceed $100,000.

- When recommended by the local community college and the Regional Customized Training Director and approved by the Associate Vice-President for Economic Development, Customized Training Program funds may also support training of community college instructors for skill acquisition of strategic technologies associated with a Customized Training Program project. The purpose of these expenditures will be to support specialized college instructor training for skills deemed important for future support of employers within the college's service area.

Travel Expenses

- Community college instructors may be reimbursed for travel expenses in accordance with local established travel policies and procedures.

- Out-of-state residents, employed or reimbursed directly by the company, may be temporarily assigned as training instructors and reimbursed for their expenses after having trained six or more company employees. The number of individuals per project supported for travel to the state is subject to negotiation and prior approval, and under such circumstances they will be limited to:

a) a maximum of twelve (12) weeks per diem at the currently approved in-state rate.
b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent for each of the two complete or partial six-week periods of supported state residency.
c) local travel allowances as authorized by the Regional Customized Training Director prior to departure.

- In-state residents serving as instructors and employed by the company may be reimbursed for previously authorized out-of-state travel after having returned and trained six or more company employees in the knowledge or skills acquired as a result of the out-of-state travel. The intent of the out-of-state travel will be to acquire knowledge or skills necessary for project instruction.

  The number of individuals supported for out-of-state travel per project is subject to negotiation and prior approval, and under such circumstances they will be limited to:

  a) a maximum of six weeks per diem at the currently approved out-of-state rate. Per diem allowances for international travel may be adjusted for actual cost differences in different locations.
  b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent to location of the temporary assignment.
  c) local travel allowances as authorized by the Regional Customized Training Director prior to departure.

Training Facilities

- Community colleges may be reimbursed for costs associated with providing dedicated training facilities for Customized Training projects. Reimbursement to the college may be provided for the period required by the client company for dedicated temporary training space, not to exceed twelve months in duration. Funding for training facility costs will not be calculated into the college's administrative allowance.

- For training provided at existing college facilities, the college may be reimbursed a reasonable cost share of utilities (including electricity, gas, oil, water and sewer) for the space provided to the Customized Training project. If suitable space is not available at a community college permanent facility, colleges may also be reimbursed for the costs of leasing space on a temporary basis. In such cases, colleges may be reimbursed the reasonable costs of leasing, utilities, maintenance, trash and garbage service, protective and security services, and insurance costs. Colleges may not lease temporary training space from Customized Training client companies or their subsidiaries.

- Colleges may be reimbursed for reasonable costs associated with necessary alterations to facilities to accommodate the training. Pursuant to G.S. 143-34.40, 143-15.3A, and 143-23(a), these reasonable costs cannot be considered as capital expenditures and must be approved by the Associate Vice-President for Economic Development prior to the initiation of the project.

  Client companies may not be reimbursed for the leasing of training or other facilities through the Customized Training Program. They may, however, be reimbursed the reasonable costs of transporting, installing, and removing training equipment to and from community college-provided training facilities. Customized Training funds may not be used to make repairs or improvements to company-owned equipment.

Training Materials, Supplies, and Equipment

- The State may provide necessary classroom and training-related supplies and materials in support of a specific training project.
- Media development services may be provided if recommended by the Regional Customized Training Director and approved by the Associate Vice-President for Economic Development.
- The State may provide, install, and maintain at the training site, standard items of equipment normally associated with vocational/occupational training as available and typically used within the North Carolina Community College System.

APPROVAL PROCEDURES

- Project Profile and Developmental Authorization forms must be approved by the local community college Director, the community college President, and the Regional Customized Training Director and submitted for approval prior to project initiation. The Project Profile must include total estimated project costs and a project time frame, not to exceed 36 months in duration after project approval. Time frames and project costs may be amended according to project training needs with prior approval from the Associate Vice-President for Economic Development.
- Approval for projects with estimated total expenditures less than $50,000 may be made by the Associate Vice-President for Economic and Workforce Development. Projects in excess of $50,000 must be approved by the Associate Vice-President for Economic Development and submitted by the Associate Vice-President for secondary approval to a Joint Community College/Department of Commerce Review Panel consisting of a designee of the President of the North Carolina Community College System and a designee of the North Carolina Secretary of Commerce.

- Project expenditures must be in accordance with the approved Project Profile and may not exceed the amount indicated in the profile without prior amendment and approval.

CAPACITY BUILDING

10 Percent/5 Percent Funds

- Up to 10% of the college-delivered Customized Training Program expenditures and up to 5% of the contractor-delivered Customized Training Program expenditures for the prior fiscal year may be appropriated by the State Board of Community Colleges to each community college for capacity building through the development of human capital.
- The community college shall identify instructional delivery deficiencies and how receipt of these funds will address such deficiencies.
- These funds shall be used for instructor/trainer skill-specific training, certifications, and development of instructional materials at the local level.
- A projected budget shall be submitted to the Associate Vice-President of Economic Development for approval.
- Community colleges shall evaluate the impact of these capacity-building funds. The results of this impact evaluation shall be shared with the State Board of Community Colleges within the Joint Legislative Education Oversight Committee Annual Report. Future allocations will be dependent upon demonstration of local instructional services capacity building.

Eight Percent Set-Aside Funds

- Up to 8% of the annual Customized Training Program budget may be appropriated by the State Board of Community Colleges for the support of regional community college personnel to deliver Customized Training Program services to business and industry.

- Under the direction of the Associate Vice-President of Economic Development and the Regional Customized Training Directors, regional support positions will be identified and placed strategically at community colleges to maximize training services to business and industry throughout the State.

- These regional support positions will be contracted on a 12-month basis and will be re-evaluated at the completion of each contract. Funding may be allotted to the colleges for these regional support positions for up to 18 months.

- These 8% funds can be used for salary, fringes, travel, subsistence, supplies and materials, and training certifications.

- The regional support positions will be evaluated at the end of each contract to determine if the strategic initiative of capacity building within the System is being accomplished. The results of the evaluation process will determine future location of such positions. The results will be shared with the State Board of Community Colleges within the Joint Legislative Education Oversight Committee Annual Report.

GUIDELINES EXCEPTION

- In unusual or extenuating circumstances, the Associate Vice-President for Economic Development may recommend to the President of the North Carolina Community College System and the Secretary of the North Carolina Department of Commerce exceptions to these Guidelines. Exceptions will be documented in a written format and included with the appropriate Project Profile form.

Customized Training Program Annual Performance

Customized Training Projects (Purpose 361)	Job Growth	Productivity Enhancement	Technology Investment	PROJECT TOTALS
Number of Projects	78	87	18	183
Number of Trainees	4,743	4,229	1,227	10,199
Project Expenditures	$2,697,215.55	$848,874.38	$364,001.88	$3,910,091.81
Average Total Cost Per Trainee	$568.67	$200.73	$296.66	$383.38

Media Development Center Expenditures $346,641.83

TOTAL EXPENDITURES (Projects and Media Development) $4,256,733.64

Customized Training Project Completions (Purpose 361)

Number of Completed Projects	Total Allocations	Total Expenditures	Total Number Trained by Company	Total Number Trained by College
54	$2,078,347	$1,795,693	599	3,596

Business and Industry Support Funds (Purpose 364)

Number of Companies Served 407	Number of Training Activities 710	Instructional Expenditures $753,840	Administrative Expenditures $2,125,255
	Number of Trainees 6,147	Average Cost Per Trainee $123	Total Expenditures $2,879,095

Regional Instructional Capacity Building (Purpose 360)

Number of Design/Development and Instructional Hours 4,134

Total Expenditures $714,575.22

Local Instructional Capacity Building (Purpose 359)

Number of Project Activities 73

Total Expenditures $169,640.50

CUSTOMIZED TRAINING PROGRAM TOTAL EXPENDITURES

$8,020,044.36

Customized Training Program Project Expenditures
Data Category Definitions

Column	Data Category	Definition
1	College	North Carolina community college to which funds have been allocated for the support of an approved Customized Training Program project.
2	Company	New, expanding, or existing company supported by Customized Training Program project funding.
3	Project Type	Job Growth, Technology Investment, and Productivity Enhancement.
4	Fiscal Years Funded	Total number of fiscal years the Customized Training Program project has been funded.
5	Company Training Reimbursement Expenditures	Funds provided directly to a company for instructional and other training-related expenditures allowable under the Customized Training Program.
6	Number Trained by Company Instructors	Number of trainees trained by instructors who are company employees/contractors; number trained by which the company has received Customized Training Program funds to reimburse travel for train-the-trainer company instructors expense, and/or their wages for instruction and company instructors course development time.
7	Average Company Reimbursement Per Trainee	Customized Training Program training-related company expenditures divided by the number of trainees trained by company instructors.
8	College Training Expenditures	Funds expended by a community college to support the training of employees and potential employees of a company under the Customized Training Program, including administrative allowance.
9	Number Trained by College Instructors	Number of company trainees trained by either full- or part-time college instructors, contracted community college instructors, NCCCS Regional Trainers, or NCCCS BioNet instructors under an approved Customized Training project.
10	Average College Cost Per Trainee	Total Customized Training funds expended by a community college for support of a project, outside of funds provided directly to a company, divided by the total number of trainees trained by community college instructors.
11	Total Expenditures	Total amount of Customized Training funds expended per fiscal year to support an approved project.
12	Total Trained by Company and College Instructors	Total unduplicated number of employees trained under an approved Customized Training Program project, by training providers listed in columns 6 and 9.
13	Average Total Cost Per Trainee	Total expenditures for an approved Customized Training project divided by the total number of trainees.

North Carolina Community College System

Customized Training Program Project Expenditures

(Purpose 361)

Reporting Period: July 1, 2009 - June 30, 2010

College (1)	Company (2)	Project Type (3)	Fiscal Years Funded (4)	Company Training Reimbursement Expenditures (5)	Number Trained by Company Instructors (6)	Average Company Reimbursement per Trainee (7)	College Training Expenditures (8)	Number Trained by College Instructors (9)	Average College Cost Per Trainee (10)	Total Expenditures (11)	Total Trained by Company & College Instructors (12)	Average Total Cost Per Trainee (13)
ALAMANCE	Honda Aero, Inc.	Job Growth	2	0.00	0	0.00	18,456.00	23	802.43	18,456.00	23	802.43
ASHEVILLE-BUNCOMBE	Alcan Packaging (project 2)	Productivity Enhancement	1	637.50	26	24.52	3,942.00	112	35.20	4,579.50	112	40.89
ASHEVILLE-BUNCOMBE	Eaton Electrical (project 2)	Productivity Enhancement	1	0.00	0	0.00	5,700.00	61	93.44	5,700.00	61	93.44
ASHEVILLE-BUNCOMBE	Flint Group	Productivity Enhancement	1	0.00	0	0.00	1,331.30	59	22.56	1,331.30	59	22.56
ASHEVILLE-BUNCOMBE	Kearfott Guidance & Navigation	Productivity Enhancement	1	0.00	0	0.00	8,396.49	202	41.57	8,396.49	202	41.57
ASHEVILLE-BUNCOMBE	Mills Manufacturing	Productivity Enhancement	1	0.00	0	0.00	360.00	12	30.00	360.00	12	30.00
ASHEVILLE-BUNCOMBE	Quality Musical Systems, Inc.	Productivity Enhancement	1	0.00	0	0.00	1,303.50	8	162.94	1,303.50	8	162.94
ASHEVILLE-BUNCOMBE	Samson Corporation	Productivity Enhancement	1	0.00	0	0.00	725.56	9	80.62	725.56	9	80.62
ASHEVILLE-BUNCOMBE	Shorewood Packaging (Weaverville facility)	Productivity Enhancement	1	0.00	0	0.00	10,169.28	19	535.23	10,169.28	19	535.23
ASHEVILLE-BUNCOMBE	Thermo Fisher Scientific	Productivity Enhancement	2	0.00	0	0.00	2,776.23	109	25.47	2,776.23	109	25.47
BEAUFORT	Weir Valves & Controls	Productivity Enhancement	1	0.00	0	0.00	16,581.86	20	829.09	16,581.86	20	829.09
BLADEN	Danaher Controls	Job Growth	2	3,000.00	10	300.00	365.00	68	5.37	3,365.00	75	44.87
BLADEN	Superior Fibers	Job Growth	2	0.00	0	0.00	407.00	7	58.14	407.00	7	58.14

North Carolina Community College System

Customized Training Program Project Expenditures

(Purpose 361)

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BLUE RIDGE	Arvin Meritor (Fletcher facility)	Productivity Enhancement	1	0.00	0	0.00	5,365.38	28	191.62	5,365.38	28	191.62
BLUE RIDGE	Higher Source Aviation Service	Productivity Enhancement	1	0.00	0	0.00	480.94	9	53.44	480.94	9	53.44
BLUE RIDGE	Prince Mfg. (project 2)	Productivity Enhancement	1	0.00	0	0.00	5,832.13	118	49.42	5,832.13	118	49.42
BLUE RIDGE	Raflatac (project 2)	Job Growth	1	0.00	0	0.00	248.66	22	11.30	248.66	22	11.30
BLUE RIDGE	Shorewood Packaging	Productivity Enhancement	1	0.00	0	0.00	10,949.28	75	145.99	10,949.28	75	145.99
CALDWELL	Vantage Foods	Job Growth	2	0.00	0	0.00	1,827.00	35	52.20	1,827.00	35	52.20
CAPE FEAR	Invista	Job Growth	2	0.00	0	0.00	4,534.00	53	85.55	4,534.00	53	85.55
CATAWBA VALLEY	Classic Leather	Productivity Enhancement	1	0.00	0	0.00	6,120.71	28	218.60	6,120.71	28	218.60
CATAWBA VALLEY	Draka	Productivity Enhancement	2	0.00	0	0.00	18,867.16	28	673.83	18,867.16	28	673.83
CATAWBA VALLEY	Ethan Allen	Job Growth	1	0.00	0	0.00	2,200.00	19	115.79	2,200.00	19	115.79
CATAWBA VALLEY	Fiserv	Job Growth	1	51,202.70	201	254.74	50,443.68	450	112.10	101,646.38	450	225.88
CATAWBA VALLEY	Sutter Street Mfg.	Job Growth	2	0.00	0	0.00	4,433.00	143	31.00	4,433.00	143	31.00

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CATAWBA VALLEY	Technibilt/Cari-All	Productivity Enhancement	2	0.00	0	0.00	4,958.10	9	550.90	4,958.10	9	550.90
CATAWBA VALLEY	Turbotec Products, Inc. [**]	Job Growth	2	0.00	0	0.00	2,750.00	0	0.00	2,750.00	0	0.00
CATAWBA VALLEY	Vanguard Furniture	Productivity Enhancement	1	0.00	0	0.00	36,801.00	153	240.53	36,801.00	153	240.53
CENTRAL CAROLINA	Hanes Brands, Inc. [**]	Technology Investment	2	0.00	0	0.00	1,060.00	0	0.00	1,060.00	0	0.00
CENTRAL CAROLINA	Moen	Productivity Enhancement	1	0.00	0	0.00	1,722.40	18	95.69	1,722.40	18	95.69
CENTRAL CAROLINA	Red Wolf	Job Growth	2	2,280.00	14	162.86	8,447.32	29	291.29	10,727.32	30	357.58
CENTRAL CAROLINA	Uniboard USA, LLC	Job Growth	2	1,920.00	61	31.48	38,136.91	92	414.53	40,056.91	92	435.40
CENTRAL PIEDMONT	Ameritrust	Job Growth	1	0.00	0	0.00	3,023.88	5	604.78	3,023.88	5	604.78
CENTRAL PIEDMONT	Celgard, LLC	Job Growth	1	0.00	0	0.00	2,615.57	14	186.83	2,615.57	14	186.83
CENTRAL PIEDMONT	Designline USA	Job Growth	1	0.00	0	0.00	682.77	9	75.86	682.77	9	75.86
CENTRAL PIEDMONT	iVerify	Job Growth	3	2,520.00	23	109.57	6,724.31	29	231.87	9,244.31	52	177.78
CENTRAL PIEDMONT	Project Fly [**]	Job Growth	1	0.00	0	0.00	7,743.82	0	0.00	7,743.82	0	0.00
CENTRAL PIEDMONT	Shaw Power Fossil Division	Job Growth	2	0.00	0	0.00	3,363.13	5	672.63	3,363.13	5	672.63
CENTRAL PIEDMONT	Shutterfly	Job Growth	1	0.00	0	0.00	23,953.10	123	194.74	23,953.10	123	194.74

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CLEVELAND	Hallelujah Acres	Technology Investment	1	0.00	0	0.00	17,600.00	44	400.00	17,600.00	44	400.00
CLEVELAND	Indian Motorcycle	Job Growth	2	0.00	0	0.00	571.72	11	51.97	571.72	11	51.97
COASTAL CAROLINA	ConAgra Foods, Inc.	Productivity Enhancement	1	0.00	0	0.00	16,118.51	47	342.95	16,118.51	47	342.95
COLLEGE OF THE ALBEMARLE	DRS	Productivity Enhancement	2	4,845.04	58	83.54	10,441.78	41	254.68	15,286.82	80	191.09
COLLEGE OF THE ALBEMARLE	MiTek	Job Growth	2	0.00	0	0.00	1,360.25	7	194.32	1,360.25	7	194.32
COLLEGE OF THE ALBEMARLE	Motion Sensors, Inc.	Productivity Enhancement	1	0.00	0	0.00	6,621.00	9	735.67	6,621.00	9	735.67
CRAVEN	Drahtzug Stein	Job Growth	1	6,518.69	19	343.09	2,110.43	43	49.08	8,629.12	45	191.76
CRAVEN	Weyerhaeuser (Vanceboro facility)	Technology Investment	1	0.00	0	0.00	12,155.28	65	187.00	12,155.28	65	187.00
DAVIDSON	ASCO Power Technologies	Productivity Enhancement	1	0.00	0	0.00	29,300.00	15	1,953.33	29,300.00	15	1,953.33
DAVIDSON	Masterwrap	Productivity Enhancement	1	0.00	0	0.00	94.00	11	8.55	94.00	11	8.55
DAVIDSON	Matcor Fabrication	Productivity Enhancement	1	0.00	0	0.00	18,150.00	11	1,650.00	18,150.00	11	1,650.00

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DURHAM	BD Biosciences	Job Growth	3	0.00	0	0.00	24,157.57	24	1,006.57	24,157.57	24	1,006.57
DURHAM	Cree	Job Growth	1	1,533.60	95	16.14	8,180.01	27	302.96	9,713.61	122	79.62
DURHAM	Merck Mfg. (project 2)	Job Growth	2	0.00	0	0.00	71,854.92	175	175.00	71,854.92	175	410.60
EDGECOMBE	Berry Plastics	Productivity Enhancement	1	0.00	0	0.00	1,314.55	28	46.95	1,314.55	28	46.95
EDGECOMBE	HC Composites	Productivity Enhancement	1	0.00	0	0.00	24,246.50	13	1,865.12	24,246.50	13	1,865.12
EDGECOMBE	Nomaco	Productivity Enhancement	1	0.00	0	0.00	480.00	72	6.67	480.00	72	6.67
EDGECOMBE	Sara Lee Bakery	Productivity Enhancement	2	0.00	0	0.00	12,053.82	33	365.27	12,053.82	33	365.27
EDGECOMBE	Spongex	Job Growth	3	0.00	0	0.00	5,542.08	11	503.83	5,542.08	11	503.83
EDGECOMBE	Superior Essex	Productivity Enhancement	1	0.00	0	0.00	998.60	22	45.39	998.60	22	45.39
FAYETTEVILLE	K-S Enterprise	Job Growth	1	0.00	0	0.00	5,370.00	8	671.25	5,370.00	8	671.25
FORSYTH	Kobewieland Copper Products	Technology Investment	2	0.00	0	0.00	8,279.73	18	459.99	8,279.73	18	459.99
FORSYTH	Kobewieland Copper Products (project 2)	Technology Investment	1	0.00	0	0.00	2,991.27	27	110.79	2,991.27	27	110.79

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FORSYTH	Leistritz - Advanced Turbine Components	Productivity Enhancement	1	0.00	0	0.00	80.00	20	4.00	80.00	20	4.00
FORSYTH	Liberty Hardware Manufacturing Corp.	Technology Investment	1	1,710.00	183	9.34	37,514.02	129	290.81	39,224.02	258	152.03
FORSYTH	Triumph Actuation Systems	Productivity Enhancement	1	0.00	0	0.00	6,357.99	16	397.37	6,357.99	16	397.37
GASTON	Cataler North America	Productivity Enhancement	2	0.00	0	0.00	13,233.29	224	59.08	13,233.29	224	59.08
GASTON	Conitex Sonoco	Productivity Enhancement	1	0.00	0	0.00	11,549.99	23	502.17	11,549.99	23	502.17
GASTON	Dole Fresh Vegetables, Inc.	Job Growth	1	0.00	0	0.00	2,197.15	28	78.47	2,197.15	28	78.47
GASTON	L.I.T. Industries	Productivity Enhancement	1	0.00	0	0.00	25,248.19	31	814.46	25,248.19	31	814.46
GASTON	Pharr Yarns	Productivity Enhancement	1	0.00	0	0.00	12,978.04	30	432.60	12,978.04	30	432.60
GASTON	Porter's Fabrication (project 2)	Productivity Enhancement	1	0.00	0	0.00	3,650.65	18	202.81	3,650.65	18	202.81
GASTON	Sabo, USA [**]	Job Growth	3	3,354.00	0	0.00	8,035.40	43	186.87	11,389.40	43	264.87
GUILFORD	Aetna Life Insurance - Customer Service Center	Job Growth	2	56,895.00	188	302.63	5,689.50	5	1,137.90	62,584.50	188	332.90
GUILFORD	Advanced Technology, Inc.	Job Growth	1	0.00	0	0.00	3,025.00	8	378.13	3,025.00	8	378.13
GUILFORD	Ameritox	Job Growth	1	480.00	33	14.55	14,830.00	32	463.44	15,310.00	35	437.43
GUILFORD	Harland Clarke	Job Growth	1	9,280.00	106	87.55	5,221.25	126	41.44	14,501.25	232	62.51

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GUILFORD	Honda Aircraft Company	Job Growth	3	6,825.00	176	38.78	299,077.00	300	996.92	305,902.00	300	1,019.67
GUILFORD	Machine Specialties, Inc.	Job Growth	1	11,790.00	60	196.50	62,794.00	124	506.40	74,584.00	150	497.23
GUILFORD	Mendenhall CRC	Productivity Enhancement	1	0.00	0	0.00	2,580.49	24	107.52	2,580.49	24	107.52
GUILFORD	O'Neal Steel, Inc. (project 2)	Technology Investment	2	15,120.00	24	630.00	14,404.00	24	600.17	29,524.00	24	1,230.17
GUILFORD	Pharmacore	Productivity Enhancement	1	0.00	0	0.00	4,682.70	40	117.07	4,682.70	40	117.07
GUILFORD	Precor	Job Growth	1	0.00	0	0.00	306.68	61	5.03	306.68	61	5.03
GUILFORD	Quantum Group, Inc.	Job Growth	2	0.00	0	0.00	27,397.00	32	856.16	27,397.00	32	856.16
GUILFORD	Ralph Lauren Media	Job Growth	3	11,718.00	186	63.00	27,212.68	194	140.27	38,930.68	200	194.65
GUILFORD	TransTech Pharma, Inc.	Productivity Enhancement	1	0.00	0	0.00	1,209.55	48	25.20	1,209.55	48	25.20
HALIFAX	PCB Piezotronics (project 2) [**]	Job Growth	2	0.00	0	0.00	473.68	0	0.00	473.68	0	0.00
JAMES SPRUNT	Precision Hydraulic Cylinders, Inc.	Productivity Enhancement	1	0.00	0	0.00	5,052.03	16	315.75	5,052.03	16	315.75
JOHNSTON	Hospira (Clayton facility)	Productivity Enhancement	1	0.00	0	0.00	39,775.88	49	811.75	39,775.88	49	811.75
JOHNSTON	Novo Nordisk	Technology Investment	1	0.00	0	0.00	57,548.01	91	632.40	57,548.01	91	632.40

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JOHNSTON	PGI, Inc. [**]	Job Growth	1	0.00	0	0.00	1,500.00	0	0.00	1,500.00	0	0.00
JOHNSTON	Talecris (project 2)	Technology Investment	1	0.00	0	0.00	39,506.36	193	204.70	39,506.36	193	204.70
LENOIR	Dopaco	Job Growth	1	0.00	0	0.00	182.00	7	26.00	182.00	7	26.00
LENOIR	Masterbrand	Job Growth	1	0.00	0	0.00	645.90	64	10.09	645.90	64	10.09
LENOIR	Spirit Aerosystems [1] [**]	Job Growth	2	0.00	0	0.00	1,172,792.96	114	10,287.66	1,172,792.96	114	10,287.66
LENOIR	West Pharmaceutical Services, Inc.	Job Growth	1	0.00	0	0.00	7,500.00	19	394.74	7,500.00	19	394.74
MARTIN	Ann's House of Nuts (project 2)	Job Growth	1	0.00	0	0.00	20,118.00	73	275.59	20,118.00	73	275.59
MARTIN	Robersonville Packing	Productivity Enhancement	1	0.00	0	0.00	9,186.35	30	306.21	9,186.35	30	306.21
MCDOWELL	Coats America	Productivity Enhancement	1	0.00	0	0.00	6,770.69	107	63.28	6,770.69	107	63.28
MCDOWELL	Perfect Air Controls	Productivity Enhancement	1	0.00	0	0.00	560.22	90	6.22	560.22	90	6.22
MITCHELL	Amesbury Textile Group	Technology Investment	2	0.00	0	0.00	14,260.00	24	594.17	14,260.00	24	594.17
MITCHELL	BestSweet, Inc.	Productivity Enhancement	1	0.00	0	0.00	7,312.50	10	731.25	7,312.50	10	731.25

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MITCHELL	NGK Ceramics USA (project 2)	Technology Investment	1	0.00	0	0.00	40,972.88	236	173.61	40,972.88	236	173.61
MITCHELL	Talon Systems, Inc.	Job Growth	1	0.00	0	0.00	881.56	8	110.20	881.56	8	110.20
MONTGOMERY	Carolina Growler	Job Growth	3	0.00	0	0.00	120.00	13	9.23	120.00	13	9.23
MONTGOMERY	Gibraltar Packaging Group, Inc.	Productivity Enhancement	1	0.00	0	0.00	8,331.80	33	252.48	8,331.80	33	252.48
MONTGOMERY	Jordon Lumber	Technology Investment	1	2,177.00	6	362.83	1,167.00	1	1,167.00	3,344.00	7	477.71
MONTGOMERY	Longworth Industries	Productivity Enhancement	1	0.00	0	0.00	990.00	15	66.00	990.00	15	66.00
NASH	American Food Resources	Job Growth	2	33,600.00	73	460.27	5,101.68	94	54.27	38,701.68	117	330.78
NASH	Hospira (Rocky Mt. facility, project 2)	Productivity Enhancement	1	0.00	0	0.00	12,916.69	74	174.55	12,916.69	74	174.55
NASH	Kaba Ilco Corporation	Productivity Enhancement	1	0.00	0	0.00	3,518.95	10	351.90	3,518.95	10	351.90
NASH	LS Tractor	Job Growth	1	1,840.00	6	306.67	804.00	13	61.85	2,644.00	14	188.86
NASH	Rocky Mount Engine Plant	Productivity Enhancement	1	3,330.00	14	237.86	650.84	14	46.49	3,980.84	14	284.35
NASH	The Cheesecake Factory (project 2)	Job Growth	1	4,488.00	24	187.00	550.10	5	110.02	5,038.10	29	173.73
PITT	Asmo North America	Technology Investment	1	0.00	0	0.00	159.18	6	26.53	159.18	6	26.53

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PITT	Attends Healthcare Products	Technology Investment	1	0.00	0	0.00	24,802.22	36	688.95	24,802.22	36	688.95
PITT	CMI Plastics	Job Growth	3	0.00	0	0.00	559.00	23	24.30	559.00	23	24.30
PITT	CNA Technology	Job Growth	1	0.00	0	0.00	200.00	29	6.90	200.00	29	6.90
PITT	DSM Dyneema	Technology Investment	2	0.00	0	0.00	3,367.20	20	168.36	3,367.20	20	168.36
RANDOLPH	Malt-O-Meal [**]	Job Growth	2	0.00	0	0.00	1,004.00	0	0.00	1,004.00	0	0.00
RANDOLPH	Sapona Plastics	Productivity Enhancement	1	0.00	0	0.00	5,920.00	33	179.39	5,920.00	33	179.39
RANDOLPH	United Brass Works	Productivity Enhancement	1	0.00	0	0.00	8,184.00	9	909.33	8,184.00	9	909.33
RICHMOND	Big Rock Sports	Job Growth	1	0.00	0	0.00	4,314.69	21	205.46	4,314.69	21	205.46
RICHMOND	Hellman Worldwide Logistics [**]	Job Growth	2	0.00	0	0.00	13,774.00	0	0.00	13,774.00	0	0.00
RICHMOND	Qual Pak	Job Growth	1	0.00	0	0.00	9,783.79	92	106.35	9,783.79	92	106.35
RICHMOND	Scotland Mfg.	Productivity Enhancement	1	0.00	0	0.00	7,100.96	23	308.74	7,100.96	23	308.74
RICHMOND	Service Thread Mfg.	Productivity Enhancement	1	0.00	0	0.00	3,039.00	58	52.40	3,039.00	58	52.40
RICHMOND	Therafirm	Job Growth	2	0.00	0	0.00	15,033.39	68	221.08	15,033.39	68	221.08

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ROBESON	Campbell Soup Supply Company (project 2)	Job Growth	1	7,740.00	64	120.94	20,096.21	83	242.12	27,836.21	145	191.97
ROCKINGHAM	AFG Wipes	Job Growth	1	4,099.00	41	99.98	22,570.00	79	285.70	26,669.00	108	246.94
ROCKINGHAM	Commonwealth Brands, Inc.	Productivity Enhancement	1	0.00	0	0.00	374.00	26	14.38	374.00	26	14.38
ROCKINGHAM	General Tobacco, Inc. [**]	Job Growth	2	0.00	0	0.00	9,050.00	0	0.00	9,050.00	0	0.00
ROCKINGHAM	KDH Defense Systems, Inc.	Productivity Enhancement	1	0.00	0	0.00	100.00	10	10.00	100.00	10	10.00
ROCKINGHAM	Liquip International, USA	Productivity Enhancement	1	0.00	0	0.00	2,389.00	33	72.39	2,389.00	33	72.39
ROWAN-CABARRUS	Connextions (project 2)	Productivity Enhancement	1	0.00	0	0.00	19,088.98	179	106.64	19,088.98	179	106.64
ROWAN-CABARRUS	Corning, Inc.	Job Growth	2	2,520.00	49	51.43	12,272.60	71	172.85	14,792.60	71	208.35
ROWAN-CABARRUS	Harmony Labs	Productivity Enhancement	2	0.00	0	0.00	8,951.64	76	117.78	8,951.64	76	117.78
ROWAN-CABARRUS	Perdue Farms	Productivity Enhancement	1	0.00	0	0.00	2,904.44	12	242.04	2,904.44	12	242.04
ROWAN-CABARRUS	PGT Industries (project 2)	Productivity Enhancement	1	0.00	0	0.00	7,712.34	83	92.92	7,712.34	83	92.92
SAMPSON	Aludisc, LLC	Productivity Enhancement	1	0.00	0	0.00	536.90	15	35.79	536.90	15	35.79

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SAMPSON	Dodger Industries (Clinton facility)	Productivity Enhancement	1	0.00	0	0.00	6,600.00	15	440.00	6,600.00	15	440.00
SAMPSON	Garland Shirt Company	Productivity Enhancement	1	0.00	0	0.00	35,824.06	89	402.52	35,824.06	89	402.52
SAMPSON	Prestage Farms, Inc.	Productivity Enhancement	1	0.00	0	0.00	8,142.66	69	118.01	8,142.66	69	118.01
SANDHILLS	BRS Defense	Job Growth	1	14,380.00	73	196.99	8,003.13	81	98.80	22,383.13	133	168.29
SANDHILLS	Clean Burn Fuels	Job Growth	1	0.00	0	0.00	59,582.40	32	1,861.95	59,582.40	32	1,861.95
SANDHILLS	Ingersoll Rand	Technology Investment	1	0.00	0	0.00	3,744.95	7	534.99	3,744.95	7	534.99
SANDHILLS	Trident Marketing, Inc.	Job Growth	2	2,400.00	12	200.00	1,935.74	9	215.08	4,335.74	21	206.46
SOUTH PIEDMONT	ATI Allvac (project 2)	Technology Investment	1	0.00	0	0.00	49,127.41	92	533.99	49,127.41	92	533.99
SOUTH PIEDMONT	Columbus McKinnon Corp.	Productivity Enhancement	1	0.00	0	0.00	711.13	10	71.11	711.13	10	71.11
SOUTH PIEDMONT	Darnel, Inc. (project 2)	Productivity Enhancement	1	0.00	0	0.00	6,460.50	15	430.70	6,460.50	15	430.70
SOUTH PIEDMONT	Northeast Tool	Productivity Enhancement	1	0.00	0	0.00	4,841.00	8	605.13	4,841.00	8	605.13
SOUTH PIEDMONT	Turbomeca	Job Growth	3	70,851.85	6	11,808.64	60,153.79	98	613.81	131,005.64	98	1,336.79
SOUTHWESTERN	Caterpillar	Productivity Enhancement	1	0.00	0	0.00	985.00	34	28.97	985.00	34	28.97

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SOUTHWESTERN	Conmet (Bryson City facility)	Productivity Enhancement	2	0.00	0	0.00	3,770.00	23	163.91	3,770.00	23	163.91
STANLY	Avdel Acument, LLC	Productivity Enhancement	1	0.00	0	0.00	3,250.70	96	33.86	3,250.70	96	33.86
SURRY	Advanced Electronics Services	Job Growth	1	0.00	0	0.00	9,020.00	4	2,255.00	9,020.00	4	2,255.00
SURRY	Central States Mfg., Inc.	Job Growth	1	0.00	0	0.00	4,839.80	32	151.24	4,839.80	32	151.24
SURRY	Hanesbrands, Inc. (Mt. Airy facility)	Job Growth	1	0.00	0	0.00	2,013.94	15	134.26	2,013.94	15	134.26
SURRY	Nonni's Food Company, Inc.	Job Growth	1	69,915.31	188	371.89	184.00	13	14.15	70,099.31	188	372.87
SURRY	Phillips Van-Hensen Distribution [**]	Job Growth	3	0.00	0	0.00	90.00	0	0.00	90.00	0	0.00
SURRY	Weyerhauser	Productivity Enhancement	1	630.00	113	5.58	63.00	128	0.49	693.00	128	5.41
TRI-COUNTY	IOI Enterprises	Job Growth	1	0.00	0	0.00	5,169.90	18	287.22	5,169.90	18	287.22
TRI-COUNTY	Moog Components Group	Productivity Enhancement	1	0.00	0	0.00	2,768.85	35	79.11	2,768.85	35	79.11
TRI-COUNTY	Stanley Furniture	Job Growth	2	0.00	0	0.00	516.72	7	73.82	516.72	7	73.82
VANCE-GRANVILLE	ACS Healthcare	Job Growth	1	0.00	0	0.00	13,500.34	71	190.15	13,500.34	71	190.15

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VANCE-GRANVILLE	Pacific Coast Feather	Job Growth	1	14,360.00	132	108.79	17,380.11	38	457.37	31,740.11	170	186.71
WAKE	Covidien	Technology Investment	2	0.00	0	0.00	16,335.37	79	206.78	16,335.37	79	206.78
WAKE	Data Direct Technologies [**]	Productivity Enhancement	2	0.00	0	0.00	1,504.14	0	0.00	1,504.14	0	0.00
WAKE	Fidelity Investments (project 2)	Productivity Enhancement	2	0.00	0	0.00	12,116.64	54	224.38	12,116.64	54	224.38
WAKE	Fidelity Investments (project 3)	Productivity Enhancement	1	0.00	0	0.00	89,493.13	170	526.43	89,493.13	170	526.43
WAKE	Kellogg [2] [**]	Job Growth	2	480.00	0	0.00	1,675.56	0	0.00	2,155.56	0	0.00
WAKE	Medfusion	Job Growth	1	0.00	0	0.00	18,655.98	71	262.76	18,655.98	71	262.76
WAKE	Novartis (project 2)	Productivity Enhancement	2	0.00	0	0.00	25,021.00	25	1,000.84	25,021.00	25	1,000.84
WAKE	Tipper Tie	Productivity Enhancement	1	0.00	0	0.00	51,666.86	110	469.70	51,666.86	110	469.70
WAKE	Weststar	Productivity Enhancement	1	0.00	0	0.00	15,992.48	10	1,599.25	15,992.48	10	1,599.25
WAYNE	Triangle Spring [**]	Job Growth	1	8,010.00	10	801.00	11,300.69	0	0.00	19,310.69	10	1,931.07
WESTERN PIEDMONT	Ice River Springs (project 2)	Productivity Enhancement	1	0.00	0	0.00	947.20	6	157.87	947.20	6	157.87
WESTERN PIEDMONT	Sypris	Productivity Enhancement	1	0.00	0	0.00	6,891.90	161	42.81	6,891.90	161	42.81

North Carolina Community College System

Customized Training Program Project Expenditures

(Purpose 361)

Reporting Period: July 1, 2009 - June 30, 2010

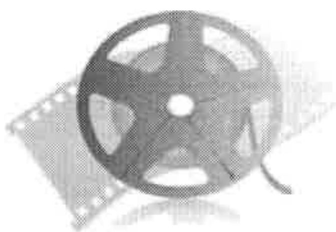
College (1)	Company (2)	Project Type (3)	Fiscal Years Funded (4)	Company Training Reimbursement Expenditures (5)	Number Trained by Company Instructors (6)	Average Company Reimbursement per Trainee (7)	College Training Expenditures (8)	Number Trained by College Instructors (9)	Average College Cost Per Trainee (10)	Total Expenditures (11)	Total Trained by Company & College Instructors (12)	Average Total Cost Per Trainee (13)
WESTERN PIEDMONT	Valdese Weavers	Productivity Enhancement	1	0.00	0	0.00	26,403.29	118	223.76	26,403.29	118	223.76
WESTERN PIEDMONT	VX Aerospace (project 3)	Productivity Enhancement	1	0.00	0	0.00	4,064.43	13	312.65	4,064.43	13	312.65
WILKES	Interflex	Productivity Enhancement	1	0.00	0	0.00	1,047.44	64	16.37	1,047.44	64	16.37
WILKES	United Chemi-Con	Productivity Enhancement	1	0.00	0	0.00	6,864.00	24	286.00	6,864.00	24	286.00
WILSON	Nexans Berk-Tek	Job Growth	2	0.00	0	0.00	4,576.95	21	217.95	4,576.95	21	217.95
WILSON	Sandoz	Productivity Enhancement	1	0.00	0	0.00	18,862.25	55	342.95	18,862.25	55	342.95
System Totals	**183**			**$432,450.69**	**2,274**	**190.17**	**$3,477,641.12**	**9,053**	**$384.14**	**$3,910,091.81**	**10,199**	**$383.38**

Project Expenditures = $3,910,091.81
Media Development Center Expenditures = $346,641.83
Total Expenditures = $4,256,733.64

PROGRAM-RELATED EXPENDITURES

MEDIA DEVELOPMENT OFFICE

Wilkes Community College **$346,641.83**



Media development services, including videos and print media, may be provided at State expense if recommended by the Regional Customized Training Director and approved by the Associate Vice President for Customized Training. In addition, if authorized, the State may assist with offsetting a percentage of the expenses of developing and producing customized training manuals and computer-based training programs.

The Customized Training Program supports a Media Development Office (MDO), which is hosted by Wilkes Community College. MDO provides comprehensive media development services for new, expanding, and existing Customized Training Program projects. The Office produces video, print and computer-based media (CBT) training programs for projects throughout North Carolina and develops and maintains statewide marketing materials.

During fiscal year 2009-2010, MDO produced a total of 102 minutes of finished video for a total cost of $57,494.30. The average cost per finished minute of video was $560.05, representing approximately half the industry standard cost ($1000+ per finished minute).

Print work increased significantly, thanks largely to the Spirit Aerospace expansion into North Carolina. Instructor and learner guides for the Aerospace Manufacturing Readiness Program totaled 338 pages at a developmental cost of $27,631.75, or 81.75 per page.

Two online interactive training development programs were developed—with help from our North Carolina Community College System BioNetwork partners—to introduce pre-hire trainees to principles of flight and composites.

Customized Training Program Project Expenditures
ADDENDUM

The report is footnoted to explain company and/or college project expenditures when there were no trainees reported and when colleges reported an excessive "average total cost per trainee."

[1] **Lenoir Community College, Spirit AeroSystems, Inc.**

The excessive average total cost per trainee is due to the authorized purchase of equipment and curriculum development as stipulated in the Customized Training Program Guidelines. Spirit, the world's largest independent supplier of commercial airplane assemblies and components, proposes 1,053 jobs to be created within a five-year period.

[2] **Wake Technical Community College, Kellogg**

No training occurred this reporting period. Company expenditures included training that occurred in April 2009; the trainees were reported in fy 2008-2009. College training expenditures, but no trainees this reporting period, fall within one of the following categories referenced in the below footnote. The project officially closed this reporting period (10/08/09) with 220 trainees and the creation of 194 new jobs.

[**] Unless otherwise noted, projects where company or college expenditures were incurred but there were no trainees reported, the expenditures fall within one or more of the following categories:

1) instructional supplies, materials, and applicable tax and shipping costs; 2) travel costs including in-state, out-of-state, and out-of-country; 3) earned administrative allowance and/or approved administrative allowance carryforward earned from prior fiscal year; 4) job profiles; 5) authorized equipment purchase as stipulated in the Customized Training Program guidelines; and 6) project director/coordinator/support staff's salary.

Customized Training Program

Business and Industry Support Funds Summary of Training Activities
Data Category Definitions

Column	Data Category	Definition
1	College	North Carolina community college to which Business and Industry Support Funds have been allocated.
2	Number of Companies Served	Companies supported by Business and Industry Support Funds.
3	Number of Training Activities	Instructional activities provided with Business and Industry Support Funds.
4	Instructional Expenditures	Business and Industry Support Funds expended to support instructional activities.
5	Number of Trainees	Number of trainees served with Business and Industry Support Funds.
6	Average Cost Per Trainee	Total instructional expenditures divided by the total number of trainees.
7	Administrative Expenditures	Total administrative funds expended per college from the base allotment of Business and Industry Support Funds.
8	Total Expenditures	Total Business and Industry Support Funds expended which include instructional and administrative components.

Customized Training Program

Business and Industry Support Funds (Purpose 364)

Summary of Training Activities

Reporting Period: July 1, 2009 - June 30, 2010

College (1)	Number of Companies Served (2)	Number of Training Activities (3)	Instructional Expenditures (4)	Number of Trainees (5)	Average Cost Per Trainee (6)	Administrative Expenditures (7)	Total Expenditures (8)
ALAMANCE	18	31	$21,430	133	$161	$38,530	$59,960
ASHEVILLE-BUNCOMBE	14	22	$20,029	180	$111	$39,971	$60,000
BEAUFORT	6	12	$17,036	53	$321	$29,309	$46,345
BLADEN	4	5	$8,109	105	$77	$39,986	$48,095
BLUE RIDGE	5	5	$6,966	82	$85	$41,423	$48,389
BRUNSWICK	6	7	$7,228	24	$301	$19,125	$26,353
CALDWELL	5	5	$10,000	37	$270	$40,000	$50,000
CAPE FEAR	6	11	$22,023	68	$324	$28,979	$51,002
CARTERET	4	9	$3,835	149	$26	$40,400	$44,235
CATAWBA VALLEY	6	9	$20,000	133	$150	$39,999	$59,999
CENTRAL CAROLINA	6	18	$20,297	140	$145	$33,692	$53,989
CENTRAL PIEDMONT	10	24	$20,534	113	$182	$39,465	$59,999
CLEVELAND	5	5	$9,998	31	$323	$40,000	$49,998
COASTAL CAROLINA	2	2	$7,500	165	$45	$39,962	$47,462
COLLEGE OF THE ALBEMARLE	6	8	$7,223	33	$219	$40,277	$47,500
CRAVEN	4	6	$9,721	45	$216	$40,274	$49,995
DAVIDSON	9	11	$19,029	94	$202	$40,971	$60,000
DURHAM	10	11	$19,236	68	$283	$40,000	$59,236
EDGECOMBE	3	5	$8,832	25	$353	$40,000	$48,832
FAYETTEVILLE	7	8	$20,000	146	$137	$39,997	$59,997
FORSYTH	10	26	$21,807	429	$51	$40,000	$61,807
GASTON	12	16	$20,177	61	$331	$39,640	$59,817
GUILFORD	3	8	$21,600	50	$432	$38,400	$60,000
HALIFAX	3	5	$6,697	14	$478	$40,232	$46,929
HAYWOOD	2	3	$9,750	19	$513	$37,645	$47,395
ISOTHERMAL	6	7	$7,262	20	$363	$39,940	$47,202
JAMES SPRUNT	10	27	$18,997	134	$142	$30,745	$49,742
JOHNSTON	19	24	$9,556	230	$42	$38,275	$47,831
LENOIR	8	11	$10,361	48	$216	$39,639	$50,000
MARTIN	1	3	$7,440	14	$531	$40,000	$47,440
MAYLAND	2	2	$1,760	20	$88	$38,583	$40,343

Customized Training Program

Business and Industry Support Funds (Purpose 364)

Summary of Training Activities

Reporting Period: July 1, 2009 - June 30, 2010

College (1)	Number of Companies Served (2)	Number of Training Activities (3)	Instructional Expenditures (4)	Number of Trainees (5)	Average Cost Per Trainee (6)	Administrative Expenditures (7)	Total Expenditures (8)
MCDOWELL	2	6	$7,248	49	$148	$39,646	$46,894
MITCHELL	9	16	$19,997	253	$79	$40,000	$59,997
MONTGOMERY	8	12	$7,500	82	$91	$39,806	$47,306
NASH	2	3	$10,000	37	$270	$39,697	$49,697
PAMLICO (consortium with Craven CC)	0	0	$0	0	$0	$0	$0
PIEDMONT	2	6	$9,484	63	$151	$38,011	$47,495
PITT	10	15	$11,754	130	$90	$38,083	$49,837
RANDOLPH	17	23	$18,513	409	$45	$39,999	$58,512
RICHMOND	16	46	$12,608	275	$46	$37,392	$50,000
ROANOKE-CHOWAN	2	4	$10,977	45	$244	$35,650	$46,627
ROBESON	10	19	$10,000	198	$51	$39,833	$49,833
ROCKINGHAM	7	12	$10,001	69	$145	$39,999	$50,000
ROWAN-CABARRUS	9	18	$22,049	113	$195	$37,946	$59,995
SAMPSON	2	3	$8,100	21	$386	$39,341	$47,441
SANDHILLS	3	7	$9,924	127	$78	$40,000	$49,924
SOUTH PIEDMONT	5	6	$18,172	74	$246	$38,828	$57,000
SOUTHEASTERN	2	4	$8,445	27	$313	$39,051	$47,496
SOUTHWESTERN	5	11	$9,285	171	$54	$15,884	$25,169
STANLY	11	21	$7,467	56	$133	$40,000	$47,467
SURRY	7	12	$10,057	240	$42	$25,015	$35,072
TRI-COUNTY	2	3	$11,075	28	$396	$28,322	$39,397
VANCE-GRANVILLE	11	27	$20,000	245	$82	$40,000	$60,000
WAKE	24	28	$18,932	103	$184	$39,733	$58,665
WAYNE	3	9	$11,427	50	$229	$33,984	$45,411
WESTERN PIEDMONT	17	29	$23,725	200	$119	$26,273	$49,998
WILKES	4	5	$9,980	36	$277	$39,998	$49,978
WILSON	5	19	$22,687	183	$124	$37,305	$59,992
SYSTEM TOTALS	**407**	**710**	**$753,840**	**6,147**	**$123**	**$2,125,255**	**$2,879,095**

Customized Training Program Project Completions

Continuous Improvement Evaluation Instrument

The purpose of the Continuous Improvement Evaluation Instrument is to assess the companies' expectations, program impact and overall effectiveness of the customized training received by participating in the Customized Training Program. The responses are summarized and used for program assessments and improvement.

Program assessment is based on the following categories and rating scale.

Expectations: The extent to which the Customized Training Program met the company's expectations.
Impact: The overall impact of the Customized Training Program on the company's operations.
Effectiveness: The overall effectiveness of the Customized Training Program in preparing the company's employees for productivity.

Rating Scale:

5= Excellent, no improvement necessary, exceed highest expectations
4= Very Good, company needs were met at a highly acceptable level
3= Acceptable, needs met but some improvement indicated
2= Marginal, some needs unsatisfied, item needs substantial improvement
1= Unacceptable, needs generally not satisfied
NA= Not applicable

The following Project Completions chart includes summary information on Customized Training Program projects that were completed during the reporting period July 1, 2009 – June 30, 2010.

Customized Training Program Project Completions
Data Category Definitions

Column	Data Category	Definition
1	College	North Carolina community college to which funds have been allocated for the support of a Customized Training Program project.
2	Company	New, expanding, or existing company supported by Customized Training Program project funding.
3	Project Type	Job Growth, Technology Investment, and Productivity Enhancement.
4	Start Date	The initiation of a Customized Training Program project which has received approval by the Associate Vice President for Customized Training and/or the NCCCS Review Panel.
5	End Date	The completion of all training activity and financial close out process for an approved Customized Training Program project.
6	Allocations	Total amount of Customized Training Program funds allotted to a college to support an approved Customized Training Program project.
7	Expenditures	Total amount of Customized Training Program funds expended by a college to support an approved Customized Training Program project.
8	Trained by Company Instructors	Total unduplicated number of trainees trained during the project period by instructors who are company employees/contractors.
9	Trained by College Instructors	Total unduplicated number of trainees trained during the project period by either full- or part-time college employees, contracted community college instructors, NCCCS Regional Trainers and NCCCS BioNetwork instructors.
10	Company's Expectations Met	Extent to which the Customized Training Program met the company's expectations.
11	Training Impact	Overall impact of the Customized Training Program on the company's operations.
12	Training Effectiveness	Overall effectiveness of the Customized Training Program in preparing the company's employees for productivity.

Customized Training Program

Project Completions

(Purpose 361)

Projects Completed July 1, 2009 through June 30, 2010

College (1)	Company (2)	Project Type (3)	Start Date (4)	End Date (5)	Allocations (6)	Expenditures (7)	Trained by Company Instructors (8)	Trained by College Instructors (includes 3rd Pty & Regional Trainers) (9)	Company's Expectations Met (Rating) (10)	Training Impact (Rating) (11)	Training Effectiveness (Rating) (12)
CALDWELL	Vantage Foods	Job Growth	05/09/07	04/29/10	$6,027	$3,507	0	55	5	4	4
CATAWBA VALLEY	Craftsmater Furniture, Inc.	Productivity Enhancement	08/13/07	08/28/09	$67,760	$62,262	0	253	4	5	4
CATAWBA VALLEY	Plastics Packaging	Productivity Enhancement	04/06/09	04/30/10	$10,109	$9,190	0	10	5	5	5
CATAWBA VALLEY	Poppelmann Plastics, USA	Job Growth	12/18/06	12/15/09	$37,145	$27,979	18	497	5	5	5
CATAWBA VALLEY	Technibilt/Cari-All	Productivity Enhancement	02/02/09	10/27/09	$10,637	$8,083	0	53	5	5	5
CENTRAL CAROLINA	Boon Edam	Technology Investment	10/01/08	03/30/10	$9,329	$7,471	0	67	5	4	4
CENTRAL CAROLINA	Hanes Brands	Technology Investment	01/29/09	10/28/09	$13,147	$11,660	0	6	N/A	N/A	N/A
CENTRAL CAROLINA	Moen	Productivity Enhancement	02/06/09	06/30/10	$6,680	$1,722	0	18	N/A	N/A	N/A
CLEVELAND	Indian Motocycle	Job Growth	05/01/08	04/19/10	$1,969	$1,692	0	48	3	4	4
DAVIDSON	Arneg Refrigeration & Design	Job Growth	02/04/08	07/30/09	$81,629	$81,628	0	22	N/A	N/A	N/A
DAVIDSON	Masterwrap	Productivity Enhancement	09/03/09	10/13/09	$94	$94	0	11	5	5	5
DAVIDSON	Morton Metalcraft	Technology Investment	10/06/08	08/28/09	$18,810	$6,281	0	11	4	4	4
DURHAM	Parata Systems	Job Growth	12/21/07	07/08/09	$124,174	$120,719	162	150	4	5	5
EDGECOMBE	Eastern Carolina Manufacturing	Job Growth	07/02/08	06/02/10	$4,891	$4,206	0	10	4	4	5

Customized Training Program

Project Completions

(Purpose 361)

Projects Completed July 1, 2009 through June 30, 2010

College (1)	Company (2)	Project Type (3)	Start Date (4)	End Date (5)	Allocations (6)	Expenditures (7)	Trained by Company Instructors (8)	Trained by College Instructors (includes 3rd Pty & Regional Trainers) (9)	Company's Expectations Met (Rating) (10)	Training Impact (Rating) (11)	Training Effectiveness (Rating) (12)
EDGECOMBE	HC Composites	Productivity Enhancement	05/01/09	06/02/10	$24,995	$24,247	0	30	3	3	3
FORSYTH	KobeWeiland Copper Products	Technology Investment	12/08/08	01/29/10	$16,519	$16,519	0	30	5	5	5
FORSYTH	Leistritz-Advanced Turbine Components	Productivity Enhancement	07/13/09	12/07/09	$80	$80	0	20	5	5	5
FORSYTH	Triumph Actuation Systems	Productivity Enhancement	06/01/09	04/27/10	$6,358	$6,358	0	16	3	4	3
HALIFAX	PCP Piezotronics (project 2)	Job Growth	08/26/08	12/09/09	$5,280	$5,274	0	7	5	5	5
ISOTHERMAL	Sky America	Job Growth	11/20/08	07/23/09	$789	$664	6	6	5	5	5
ISOTHERMAL	Ultra Coat	Job Growth	02/01/08	12/17/09	$2,587	$2,587	12	11	4	4	4
JOHSTON	Environ-OPW	Job Growth	03/19/07	01/04/10	$42,323	$16,253	0	120	4	4	4
LENOIR	DuPont	Job Growth	09/08/08	07/03/09	$10,089	$10,082	0	23	5	5	5
MCDOWELL	Baldor-Dodge Reliance (Marion facility)	Job Growth	09/22/08	03/15/10	$2,448	$2,225	0	17	5	4	4
MCDOWELL	Perfect Air Controls, Inc.	Productivity Enhancement	12/11/09	05/26/10	$2,099	$560	0	90	4	4	4
MITCHELL	NGK Ceramics (project 2)	Technology Investment	08/04/09	06/30/10	$41,129	$40,973	0	236	5	5	5
MONTGOMERY	Carolina Growler	Job Growth	02/29/08	11/09/09	$26,113	$25,150	5	24	5	5	5
MONTGOMERY	Suddekor, LLC	Technology Investment	08/27/08	08/05/09	$6,890	$6,890	0	17	4	4	4

Customized Training Program

Project Completions

(Purpose 361)

Projects Completed July 1, 2009 through June 30, 2010

College (1)	Company (2)	Project Type (3)	Start Date (4)	End Date (5)	Allocations (6)	Expenditures (7)	Trained by Company Instructors (8)	Trained by College Instructors (includes 3rd Pty & Regional Trainers) (9)	Company's Expectations Met (Rating) (10)	Training Impact (Rating) (11)	Training Effectiveness (Rating) (12)
NASH	Rocky Mt. Engine Plant	Productivity Enhancement	10/07/09	01/15/10	$3,983	$3,981	14	14	5	5	5
PITT	Asmo North America	Technology Investment	09/15/09	04/30/10	$160	$159	0	6	5	4	4
PITT	CMI Plastics	Job Growth	09/04/07	06/21/10	$30,974	$11,573	28	61	4	4	3
RANDOLPH	Malt-O-Meal	Job Growth	11/12/08	03/09/10	$29,559	$11,048	0	88	4	4	4
RANDOLPH	Sapona Plastics	Productivity Enhancement	08/08/09	05/24/10	$9,020	$5,920	0	33	5	5	5
RANDOLPH	United Brass Works	Productivity Enhancement	02/16/09	01/29/10	$8,184	$8,184	0	9	5	5	5
RICHMOND	Hellman's Worldwide Logistics	Job Growth	07/01/08	06/30/10	$152,129	$151,511	0	112	5	5	5
RICHMOND	Service Thread Mfg.	Productivity Enhancement	09/01/09	06/18/10	$3,223	$3,039	0	58	5	5	4
ROCKINGHAM	AFG Wipes	Job Growth	10/26/09	06/22/10	$41,085	$26,669	41	85	4	4	4
ROCKINGHAM	Commonwealth Brands, Inc.	Productivity Enhancement	05/22/09	12/03/09	$374	$374	0	26	5	5	4
ROCKINGHAM	General Tobacco, Inc.	Job Growth	09/01/07	04/15/10	$143,856	$132,355	6	67	5	4	5
ROCKINGHAM	KDH Defense Systems, Inc.	Productivity Enhancement	10/26/09	12/02/09	$100	$100	0	10	5	5	5
ROWAN-CABARRUS	PGT Industries (project 2)	Productivity Enhancement	10/28/09	06/30/10	$7,712	$7,712	0	83	5	5	4
SAMPSON	Dodger Industries (Clinton facility)	Productivity Enhancement	08/03/09	10/02/09	$6,600	$6,600	0	15	5	5	5

Customized Training Program

Project Completions

(Purpose 361)

Projects Completed July 1, 2009 through June 30, 2010

College (1)	Company (2)	Project Type (3)	Start Date (4)	End Date (5)	Allocations (6)	Expenditures (7)	Trained by Company Instructors (8)	Trained by College Instructors (includes 3rd Pty & Regional Trainers) (9)	Company's Expectations Met (Rating) (10)	Training Impact (Rating) (11)	Training Effectiveness (Rating) (12)
SAMPSON	Prestage Farms, Inc.	Productivity Enhancement	09/09/09	05/26/10	$8,144	$8,143	0	69	5	5	5
SANDHILLS	Situs Rural Outsourcing	Job Growth	09/04/06	08/11/09	$42,940	$38,180	37	37	5	5	5
SOUTH PIEDMONT	Turbomeca	Job Growth	10/02/07	06/28/10	$654,321	$606,321	82	534	4	3	3
SOUTHWESTERN	Caterpillar	Productivity Enhancement	09/23/09	05/13/10	$1,235	$985	0	34	4	4	4
SOUTHWESTERN	ConMet (Bryson City facility)	Productivity Enhancement	03/09/09	01/25/10	$8,656	$5,603	0	29	4	4	4
SURRY	Phillips-Van Heusen Distribution Center	Job Growth	08/22/07	01/29/10	$2,310	$2,190	0	69	N/A	N/A	N/A
WAKE	Data Direct Technologies	Productivity Enhancement	03/31/09	04/30/10	$14,642	$13,074	0	24	5	4	4
WAKE	Fidelity Investment (project 2)	Productivity Enhancement	03/18/09	10/08/09	$201,425	$186,711	0	181	3	3	4
WAKE	Kellogg	Job Growth	11/12/07	10/08/09	$100,213	$38,501	188	42	5	5	5
WAYNE	Triangle Spring	Job Growth	03/26/09	04/09/10	$23,327	$19,311	0	11	5	5	5
WILKES	Industrial Process Solutions	Job Growth	02/12/08	07/22/09	$634	$193	0	35	5	N/A	N/A
WILSON	Sandoz	Job Growth	04/07/09	08/19/09	$3,441	$2,900	0	6	5	N/A	N/A
SYSTEM TOTALS	54				**$2,078,347**	**$1,795,693**	**599**	**3,596**	**4.6**	**4.5**	**4.4**

N/A - College unable to obtain summary evaluation from client company due to one of more of the following reasons: unexpected change in management or company status; project closed in order to develop a new training plan based on changing needs of the company; company closed prior to project completion; or project closed prematurely due to business conditions or inactivity.

North Carolina Community College System

Customized Training Program Expenditures Report

2009-2010

Dr. R. Scott Ralls, President

Published August 2010

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